

**MCWD Salary Schedule 5 Tier Step Increases -FY2022/2023**

#	Position	FT/PT	Annual	Pay Period	Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	
2	Office Manager	FT	\$ 80,163.20	3,083.20	38.54	28.11	29.59	31.15	32.79	\$ 36.25	Laurie*
3	District Clerk	FT	\$ 51,708.80	1,988.80	24.86	19.08	20.09	21.15	22.27	\$ 23.38	Norma*
4	Accounting Clerk	FT	\$ 51,750.40	1,990.40	24.88	19.25	20.21	21.22	22.28	\$ 23.40	Maria*
5	ECI, G-3-4	FT/PT				27.93	29.32	30.78	32.32	\$ 33.94	
6	ECI; G-2	FT				23.23	\$ 24.86	26.60	28.46	\$ 30.45	
7	ECI, G-1	FT/PT	\$ 53,809.60	2,069.60	25.87	20.02	21.02	22.07	23.17	\$ 24.33	Jody*
8	WWTF CPO, G-4-5	FT/PT				32.88	34.52	36.25	38.06	\$ 39.96	
9	WWTF, G-3/4	FT/PT	\$ 79,913.60	3,073.60	38.42	29.52	31.07	32.70	34.42	\$ 36.14	Vacant Burt
10	WWTF G-2	FT	\$ -	-		24.84	26.15	27.53	28.98	\$ 30.50	
11	WWTF Operator; G-1	FT	\$ 59,550.40	2,290.40	28.63	20.62	21.70	22.84	24.04	\$ 26.93	Jesse*
12	WWTF Operator, OIT	PT	\$ 33,092.80	1,272.80	15.91	15.91					AA-Moved up to D1
13	Mechanic	FT/PT	\$ 73,153.60	2,813.60	35.17	30.00	31.50	33.08	34.73	\$ 36.47	Anthony**
14	Lead Water Operator, D-3	FT/PT	\$ 74,734.40	2,874.40	35.93	30.66	32.19	33.80	35.49	\$ 37.26	Gabino**
15	Water Operator, D-2	FT/PT	\$ 59,779.20	2,299.20	28.74	23.34	24.51	25.74	27.03	\$ 28.38	Robert*
16	Water Operator, D-1	FT/PT	\$ 42,244.80	1,624.80	20.31	19.10	20.06	21.06	22.11	\$ 23.21	Albert*
17	Water Operator, OIT	PT				15.91					
	Total		\$ 659,900.80								

\*\*This is a 6.3% Cola Plus Merit Increase  
 \*2022 COLA 6.3%

**Recreation Staff**

Position	FT/PT	Annual	Pay Period	Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	6.3% Cola
Recreation Director	FT	\$ 39,312.00	1,512.00	18.90						Lizz 20.09
Recreation Aide/Maint	FT	\$ 39,312.00	1,512.00	18.90						Lupe 20.09
Park Maintenance 1	PT			17.38						Julio 18.48
Park Maintenance	PT			18.00						Jonathan 0

\*Merit Raise Criteria for all MCWD staff

Knowledge of work

Quantity of work

Quality of work

Timeliness

Ability to learn new duties

Judgement& common sense

Cooperation

Communications

Initiative

Problem solving

Attendance

Punctuality

Customer Service

Education

Certifications

Score 1-5

Knowledge of work/position	5
Ability to produce results	3
Accuracy, neatness/dependability to produce work standards	3
Completes assignments on time	5
Ability to adapt to new demands and procedures	2
Makes decisions and actions that are sound	3
Willing to work with others to complete objectives	2
Relevance & clarity of written and oral expression	5
Ability to originate, develop or create new ideas	4
Identification & evaluation of alternate solutions & selection of most appropriate course of action	4
Shows ability to be at work at scheduled time	5
Shows daily ability to be at work at scheduled time	5
Ability to resolve customer complaints in a courteous and professional demeanor.	5
Employee educates his/herself for the betterment of their position.	5
Employee maintains, upgrades or becomes dual certified in water, waste water and pretreatment.	5

FT	GM						Step1
	\$	105,000.48	\$	4,038.48	\$	50.48	\$ 50.48

<u>Position</u>	United Healthcare	Dental/Vision	Dearborn
General Manager	3,131.03	156.01	26
Office Manager	2,520.14	156.01	26.00
District Clerk	1,335.40	156.01	26.00
Accounting Clerk	2,038.84	156.01	26.00
ECl, G-1	1,127.49	53.92	26.00
WWTF CPO, G-4-5	1,175.57	53.92	26.00
WWTF CPO/DOIC, G-3/5	2,539.49	156.01	26.00
WWTF Operator, G-2	-		
WWTF Operator; G-1	2,242.87	156.01	26.00
WWTF Operator, OIT			
Lead Water Operator, D-3			
Water Operator, D-2	1,700.19	156.01	26.00
Mechanic	2,930.69	156.01	26.00

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	20,741.71	1,199.91	234.00

22,175.62

MO

